

EXHIBIT 3

PARTNERS

Clement Legault
P.O. Box 1074
Fairbault, MN 55021
507-292-5959
fax 507-282-5915

Al Carlberg
2381 Pickwick Drive
Henderson, NV 89014
702-454-5703

Mike Blake
910 Folwell Drive SW
Rochester, MN 55902
507-252-5300
fax 507-252-5511

Carl George
2212 Olive Ave South
Minneapolis, MN 55405
612-381-1283
fax 612-333-3299

Art Birdseye
Rochester Intern. Airport
Rochester, MN 55902
507-288-5969
fax 941-498-1229 (FL)

Don Soderberg
P.O. Box 7101
Rochester, MN 55903
507-288-4213
fax 507-288-8208

Andy Chafoulas
P.O. Box 249
Rochester, MN 55903
507-289-5556
fax 507-282-5915

AL CARLBERG

2331 Pickwick Dr.
Henderson, Nevada 89014
Phone: (702) 454-5703

MANAGEMENT QUALIFICATIONS

- Twenty five (25) plus years of successful experience in marketing, sales, management.
- Sound organization skills.
- Superior ability to select, hire, train, supervise and build a successful marketing and sales team.
- Excellent speaker, motivator and leader
- Success in exceeding goals for marketing and sales.
- Outstanding interpersonal skills.

EDUCATIONAL ACHIEVEMENTS

WHITWORTH COLLEGE, Spokane, Washington
M.A. in Education 1969

THE COLLEGE OF IDAHO, Caldwell, Idaho
B.A. in English and Social Studies 1963

WORK EXPERIENCE

RAPTEL COMMUNICATIONS, Inc., (1999-Present)

Co-Owner

- Designed national marketing program.
- Worked jointly with owners and board members to complete required phases to obtain national re-seller agreement from Qwest Communications.
- Assist with budget.
- Design marketing tools.

NOS COMMUNICATIONS, 1998-1999

Manager

- Supervised Long Distance Sales team.
- Trained Sales Representatives.
- Assisted sales staff with final closings.
- Provided routine management reports.

U S WEST COMMUNICATIONS, 1997-1998

Marketing Representative.

- Successfully completed three month training program of information regarding all products and services offered to residential and business customers of U S West.
- Initiated, processed and follow-up work provided for orders requesting: local and long distance services, market expansion lines, roll over numbers, set up of 800 numbers, voice mail, all variations of call forwarding, dual service, internet, wireless, all variations of fax lines and services, pagers, centrex...

MARKETING AND SALES CONSULTANT, Scottsdale, AZ (1992-1996)

Self employed as a Marketing/Sales Consultant for retirement communities, assisted living and skilled nursing facilities.

SPRING MANAGEMENT COMPANY, Phoenix, AZ (1989-1992)

Vice President of Marketing.

RETIREMENT CENTERS OF AMERICA, Phoenix, AZ (1983-1989)

Regional Marketing Director.

Retirement Centers of America developed and operated CCRC and life-care retirement communities. My responsibilities included all aspects of the marketing of Retirement Communities and Health Care Centers throughout the United States.

EVERGREED REALTY, Coeur d'Alene, Idaho (1972-1983)

Owner and Broker.

- owned and operated real estate firm.
- Listed, sold, developed and managed all forms of real property.

MIDDLETON HIGH SCHOOL, Middleton, Idaho (1963-1972)

- Teacher for Government and History.
- Head Basketball Coach and Athletic Director.

References Available Upon Request

Jonathan R. Ewing

1322 E. Sheena Dr.
Phoenix, Az 85022

Tel # (602) 789-1110

Fax # (602) 789-1010

Summary of Qualifications

Proven Professional offering more than 20 years of highly successful Sales and Management experience reflecting demonstrated performance and recognized accomplishment in the following significant areas:

Sales / Marketing

- > Strong Prospecting, territory development, and cold calling
- > Solid account management, client relations, customer service and satisfaction
- > Developing and implementing successful sales programs and marketing strategies

Operations

- > Providing leadership, motivation and direction
- > Instituting standards of quality and service
- > Controlling costs and increasing profitability

Personal Development

- > Promoting teamwork with emphasis on communication and customer service
- > Recruiting, selection, training and motivation of quality staff
- > Assisting in employee development and advancement

Quickly establish positive client rapport and beneficial ongoing relations.
Personably and innovatively relate to customers across socio-economic levels.

Exceptional, intuitive negotiation and closing skills. Profit oriented, assertive and persuasive, yet flexible when meeting changing needs of customers.

Excellent oral and written communicator with a strong phone presence. Carefully listen to quality potential client, assess needs, and influentially recommend products and services.

Extremely organized. Efficiently set and achieve energetic schedules and agendas. Productively perform independently or as a contributing member of a group.

Proven Team Player!

Attention to detail and thorough follow through enhance ability to render prompt, knowledgeable decisions and diplomatic, cost-effective resolution to problems and client concerns.

Conscientious, confident, and extremely dependable producer. Voluntarily put forth extra effort to achieve goals and objectives.

Professional Overview:

Mar. 1999- Team Manager

Present

N.O.S. Communications

Successfully manage team of employees cold calling in a nationwide telecommunications industry. Teach and develop opening prospects and closing skills.

April 1997- Sales Consultant-

Jan. 1998 US West Communications

1993-

Sales Consultant-

1997

MCI Communications

1989-

Directory Assistance Operator-

1993

US West Communications

1980-

General Manager / President

1989

Jonathan Iwing Company, Phoenix, Arizona

Successfully manage all aspects of this profitable home improvement and residential remodeling concern including all sales, personnel, administrative and accounting functions.

Effectively conduct market research and territory development. Create and implement sales strategies and promotions, as well as write and purchase advertising. Develop sales goals and quotas, plus initiate sales programs and direct the activities of five sales closing specialists.

Successfully prospect and cold call potential clients; perform account management and continued customer service to achieve maximum customer satisfaction. Established and sustain a highly productive referral / networking system and beneficial client relations base.

Recruit, interview and hire telemarketing, production and support personnel. Provide ongoing training, motivation and supervision for up to 30 employee prepare project and staff schedules.

Serve as principal liaison with manufacturers, conduct vendor negotiations and all production material purchases. Review invoicing to ensure agreement terms and billing accuracy.

Monitor office operations, institute incentive programs, evaluate, assist and advance staff to ensure a positive, motivated working environment. Observe onsite progress, troubleshoot and resolve problems, conduct final inspection of complete projects.

> Profitably developed and cultivated \$30-thousand in weekly sales and an overall multi-million dollar sales portfolio.

1975-

Independent Manufacturer's Representative

Clement D. Legault

PROFESSIONAL EXPERIENCE:

1992 to Present **Independent Consultant**

Clement D. Legault develops, implements, and consults to a variety of clients focusing on enhancing present distribution and developing new channels of distribution, focusing on sales and marketing development.

Offers comprehensive, modular marketing approach to various distribution channels.

1988 to 1992 **CAMBRIDGE CELLULAR, INC.**
Vice President, Sales and Marketing

Reported directly to the President. Responsible for local, regional, and national marketing and sales activities.

Directed strategic forces of Ameritech Mobile Communications, Inc. via Agent Program to balance sales/marketing approach focusing on retailers.

Introduced new channels of distribution. Personally developed the Tru Value and Ace Hardware programs making them the largest channels of distribution in the country.

1984 to 1988 **SALES DYNAMICS, INC.**
President

Sales and Marketing firm specializing in developing channels of distribution and implementing the system designed. Developed sales training system for various companies. Focused on planning, directing, and coordinating the efforts of marketing and sales personnel toward the accomplishment of corporate objectives. Clients included Fortune 100, Fortune 500, and various small companies. Responsible for the *800 Doctor Program* - teaching doctors how to increase patient base.

1980 to 1984 **GALAXY FURNITURE, INC.**
President

Coordinated and directed the activities of the corporation in accordance with the policies and objectives established by the directors. Specific functions included assisting in the development of policies regarding all corporate functions and directing management in all business activities. Responsibilities also included directing the buying and merchandising activities of the corporation.

1975 to 1980

INTERNATIONAL HOME MARKETING, INC.
INTERNATIONAL HOME FURNISHINGS, INC.
Sales Manager, Store Manager
Director of Marketing

Responsibilities included the operation and profitability of the retail stores. Duties included controlling operating costs; implementing merchandising/sales programs; supervising store management; and supervising all other store related activities.

Responsibilities grew to marketing the company's products and services in compliance with such corporate objectives as maximizing sales volume, profitability, and market share. Developed sales programs and appraised their results against planned objectives and approved the expense budgets for sales personnel for all stores. Increased sales for international home marketing ten fold.

1972 to 1975

STEED INDUSTRIES, INC.
Sales Representative, Sales Manager, Sales Trainer

Responsibilities included the sales and marketing of the company's products to the automotive after market dealer. Responsibilities grew to include managing sales force within that market. Reported, tracked, and developed sales goals for regional area. Areas of responsibility grew to include all sales training and developing sales training programs. Became the company's youngest national sales trainer and established all new sales performance records.

1970 to 1972

STATE LIFE INSURANCE
Sales Representative

Responsibilities included sales effort in marketing various insurance benefits to clients. Attained Million Dollar Round Table within four months and by first year end ranked sixth nationwide.

EDUCATIONAL CREDENTIALS:

Bachelor of Arts and Science
Southern Illinois University, Carbondale, Illinois

In an effort to develop and grow both personally as well as professionally, I have actively participated in sales and marketing seminars such as Zig Ziglar, J. Douglas Edwards, and Dale Carnegie Institute.